

Minutes of the
APPRENTICESHIP ADVISORY COUNCIL
Advisory to DWD, Bureau of Apprenticeship Standards
and
Wisconsin Technical College System Board
Associated Builders & Contractors Madison Office
5330 Wall Street
Madison, WI

May 16, 2006

MEMBERS PRESENT

Wayne Belanger	David Newby
Earl Buford	Robert Riberich
Kenneth Curry	Ron Splan
Gert Grohmann	Tom Schoenberger
Terry Hayden	Ronald Steiner
Bernard Kurzawa	Marge Wood
Mike Lewin	
John Metcalf	

MEMBERS EXCUSED

Michael Bolton
Marcie Marquardt
James Moore

Members Absent

Julie Brolin
Margaret Ellibee
Letha Sloan

CONSULTANTS AND GUESTS

Jose Bucio	WI AFL-CIO	Milwaukee
Nancy Emons	WI AFL-CIO	Milwaukee
Mary Harrington	US DOL-BAT	Madison
Ken Moore	DWD-DWS-Bur App Standards	Madison
Karen Morgan	DWD-DWS-Bur App Standards	Madison
Steve Roberts	DWD-DWS-Bur App Standards	Madison
Denise Roseland	DPI	Madison
Kathy Wellington	DWD-DWS-Bur App Standards	Madison

Ken Curry, Council Co-Chair, in conformance with the Wisconsin Open Meeting Law, called the meeting to order at 10:03 a.m.

Sign-in sheets were circulated to record those in attendance.

Minutes of the February 21, 2006 Council meeting were approved as presented.

Sub-Committee Reports.

Educational Linkages: Bob Riberich presented this sub-committee's Status Report #4, mailed with the Agenda. It met two times since the last Council meeting: March 27 and April 27. The sub-committee is in the process of developing the presentation to local WTCS boards. The presentation will be based on priorities identified by the Technical Colleges and Boards, with an emphasis on the importance of apprenticeship to the local boards and technical colleges. It is also in the process of scheduling the first presentation with the Wisconsin Technical College District Boards Association.

Karen added that at the National and local level registered apprenticeship is being looked at to see how/if apprenticeship has changed in the last 20 to 30 years and if it needs to change in the 21st Century to remain viable. In many trades, employers and their workers are becoming very specialized while the apprenticeship still trains the generalist worker. The Federal Committee on Apprenticeship has done this. A copy of their Output was also included in the packet.

Gert Grohmann then led the brainstorming session. The results will be discussed at the next Council meeting where they can be refined. Karen stated that this subject would also fit under the Informational Sub-Committee. Maybe there should be a joint meeting.

Equal Access: Wayne Belanger gave the report. The notes were mailed with the meeting notice. The sub-committee met on April 11 and May 5, 2006. Three focus groups have been held. There will be one more in Madison for construction. A draft of the Focus Group Report for the groups held so far was also included in the meeting notice. Karen asked how the Council wanted the final report organized. This report will also be used to show the public what BAS is doing to get more women and minorities into apprenticeships. After some discussion, Marge recommended that the final report be organized like the Chicago Women in the Trades structured their report: Applicants, Committees, Employers, and Government/Education.

Informational: Karen gave the report in Marcie's absence. The written report was also included with the meeting notice. The sub-committee met two times on March 10 and April 21, 2006. On the revision of DWD 295.20, Enforcement of Indenture Agreements, the document approved at the Council meeting on February 21, 2006 has been shared with fifteen (15) State Committees and all of them have endorsed the plan as written. With the support of the apprenticeship community the rule writing process will now begin.

The sub-committee is also in the process of reviewing and updating the Manual. Karen provided a binder to the sub-committee of relevant legal opinions received since the Manual was last updated. These decisions will be incorporated into the Manual, if appropriate.

Marketing: Mike Lewin gave the report. The written report was also included in the meeting notice. The sub-committee is in the process of developing an all purpose Power Point presentation which may be used when we begin to approach the targeted industries. The Power Point developed for the Health Care industry was used as a model. The sub-committee also developed an update to the BAS web page. A print out

of this was attached to the agenda. The Council was asked to review the concept and endorse. Some recommendations were made; show people up close, not in long shots. Personalize stories and pictures. Have the employer page have multiple stories and then rotate them. The concept was endorsed.

23rd Biennial Apprenticeship Conference. The Conference will be held at the Marriott-Madison West in Middleton on February 11-13, 2007. The theme will be Apprenticeship: The Pathway to the Future. The number of separate workshops will be reduced but the most popular will be given more than one time. The Council will have two workshops: One will be a report on Council activities and the second will be a Town Hall meeting. Contacts have been made with Madison area high schools for students to attend the display area. Karen also told the Council that Canada has done a cost/benefit analysis for businesses. She hopes to glean some of that information for our Conference.

BAT Update. Mary Harrington reported that there has been a name change for BAT. It is now the Office of Apprenticeship (OA). Mary is also on the OA's new national marketing team. OA is also doing an overview on their national tracking system. Karen is on that national team.

WTCS Update. Marge Wood distributed three (3) handouts and discussed.

WTCS is revising the Associate in Applied Science (AAS) requirements for apprentice graduates. There have been 366 enrolled with 154 graduating. There have been many more industrial apprentice grads than either construction or service. Individuals will have to meet the General Education requirement of 21 credits. This could also allow for an additional 7 to 10 credits for the OJT portion of the apprenticeship. Marge would like Council input. She feels this would also enhance the use of the Job Books. Discussion was held. A question was asked about more skill-focused subject being allowed, such as team building vs. psych, i.e. things employers want their employees to have.

The second item was a proposal to use a portion of a \$700,000 CWI Federal Incentive Grant to develop a multi-occupational preparatory project. Marge was asking for Council support and input. Karen would support the request if it included the development of a replacement to the Bennett Mechanical Test, not something "general". It needs to be geared toward spatial/mechanical ability and/or training. Marge and BAS need to work out the details.

The third item was a copy of the new Madison Area Technical College (MATC) brochure on apprenticeship.

DPI Update. Provided by Denise Roseland. Finally up to a full staff with three new hires a few weeks ago. DPI is looking at developing a career-oriented curriculum delivery system. DPI is also looking at financial education and recently released a set of personal financial literacy standards.

Statistics. Ken Moore distributed the statistics page. Overall, numbers continue to decline by about 5%. One exception is minorities, especially in the Construction trades.

There has been an increase of 38 apprentices since this time last year for an increase of 11.9% in Construction.

Old Business. None.

New Business. Meeting dates were set for the sub-committees. The Educational Linkages Sub-Committee will meet on June 28 at the ABC Offices in Madison at 9:00 a.m. The Equal Access Sub-Committee will meet on June 29 at the ABC Offices in Madison at 9:00 a.m. The Informational Sub-Committee will meet on June 23 at the NECA Offices in Madison at 9:00 a.m. The Marketing Sub-Committee will meet at the ABC Offices in Madison on July 12 at 9:00 a.m.

Bernard Kurzawa announced he will not be seeking another term on the Council. He has served for 16 years and wants to open his seat for someone “fresh and enthusiastic”.

Ken Curry also announced that he will no longer be on the Council. He did not run for re-election for his local and will no longer be on the Council after this meeting.

The Council thanked both Bernard and Ken for all of their time and expertise on the Council and in apprenticeship in general.

Ken Curry adjourned the meeting at 1:30 p.m.

Respectfully submitted by

Ken Moore, Recorder